

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after June 7, 2003, are as follows: Average increases of 21 cents (3.0 percent) for Level 1 and 30 cents (3.4 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1,369	7.00	14.01	5.16
CASHIER-CHECKER	514	6.58	9.75	5.15
CUSTOMER SERVICE ASST	54	7.59	11.50	6.15
OFFICE CASHIER	103	8.03	12.85	5.60
DATA ENTRY CLERK	10	8.43	9.84	7.00
DESK CLERK	78	6.39	7.67	6.02
NF - 2				
HEAD SALES PERSON	63	9.39	13.35	7.20
STORE DETECTIVE	53	8.00	13.37	6.29
HEAD CUSTOMER SVC ASST	27	9.70	14.85	6.79
PAYROLL CLERK	7	12.21	13.01	10.20
SECRETARY	15	9.17	11.77	7.85
ACCOUNTING TECHNICIAN	57	9.96	13.05	7.50
NF - 3				
DEPARTMENT MANAGER	217	10.32	15.00	7.26
EXECUTIVE SECRETARY	15	12.26	15.65	10.01
BOOKKEEPER	11	12.74	14.05	11.55

WAGE AREA : #023 El Paso, TX

ORDER DATE : April 4, 2003

SURVEY : #018/019-31